

LUCAS COUNTY, OHIO BOARD OF COMMISSIONERS	NUMBER: 2	PAGE 1 OF 2
TITLE: DRUG-FREE WORKPLACE POLICY	X PERSONNEL X ADMINISTRATIVE	RESOLUTION NO: 90-1305

Drugs threaten the safety of employees, their co-workers, and the public. To meet this threat and a variety of Federal and State mandates, the Board of Lucas County Commissioners enacts the following policy for all employees:

A. Any employee who unlawfully uses, is under the influence of, possesses, manufactures, sells or otherwise distributes a controlled substance while on the job, during breaks, or on County property, will be subject to disciplinary action up to and including dismissal.

B. "Controlled Substances" are those substances so defined by Federal and/or State law. A partial list includes:

- ~ Narcotics (heroin, morphine, etc...)
- ~ Cannabis (marijuana, hashish, etc...)
- ~ Stimulants (cocaine, amphetamines, etc...)
- ~ Depressants (tranquilizers, etc...)
- ~ Hallucinogens (PCP, LSD, "designer drugs", etc...)

C. The Board may hold in abeyance any disciplinary action, while requiring the employee to successfully complete a drug abuse or rehabilitation program approved for such purposes by an appropriate agency, including any aftercare requirements of the program. However, it is the Board's belief that these rescues are best used voluntarily by the employee before work performance has been affected. Such voluntary efforts will not in and of themselves result in disciplinary action. However, the Board reserves the right to take appropriate disciplinary action when an employee's job performance is impaired, and/or the County's reputation is harmed, by the employee's use of or involvement with illegal drugs.

D. It is required that each Employee:

1. abides by this policy, and

2. notifies the Board of any criminal drug conviction for a violation occurring in

the workplace within five (5) days after such conviction ("Conviction" includes a finding guilt, including pleas of "guilty" and "no contest").

**LUCAS COUNTY, OHIO
BOARD OF
COMMISSIONERS**

NUMBER: 2

PAGE 2 OF 2

Failure to comply with D (1) and (2) will result in disciplinary action up to and including dismissal. In addition, the Drug Free Workplace Act requires compliance with D (1) and D (2) as a condition of employment under any Federal Grant.

E. The Board will establish a Drug Awareness Program to inform employees about:

- 1. This Policy;**
- 2. The dangers of drug abuse in the work place, and**
- 3. any available drug counseling or rehabilitation programs.**

F. All employees including new hires shall be given a copy of this policy.

G. In the event any part of this policy is determined invalid by operation of State or Federal law, the remainder of this policy shall remain in full force and effect.

APPROVED BY:

DATE: